

MISSOURI STATE BOARD OF NURSING NEWSLETTER



The Official Publication of the Missouri State Board of Nursing with a quarterly publication direct mailed to approximately 120,000 RNs and LPNs

Volume 18 • No. 2

May, June, July 2016

Governor

The Honorable Jeremiah W. (Jay) Nixon

Department of Insurance, Financial Institutions and Professional Registration

John M. Huff, Director

Division of Professional Registration

Kathleen (Katie) Steele Danner, Director

Board Members

Rhonda Shimmens, RN-C, BSN, MBA

President

Mariea Snell, DNP, MSN, RN, FNP-BC

Vice President

Alison C. Speed, LPN

Secretary

Adrienne Anderson Fly, JD

Public Member

Roxanne McDaniel, PhD, RN

Member

Laura Noren, MBA, BSN, RN, NE-BC

Member

Lisa Green, PhD, RN

Member

Anne Heyen, DNP, RN, CNE

Member

Executive Director

Lori Scheidt, MBA-HCM

Address/Telephone Number

Missouri State Board of Nursing
3605 Missouri Boulevard
PO Box 656
Jefferson City, MO 65102-0656

573-751-0681 Main Line
573-751-0075 Fax

Web site: <http://pr.mo.gov>
E-mail: nursing@pr.mo.gov



current resident or

Message from the President

An Innovative Nurse Licensure Notification System Service (www.nursys.com)

Rhonda Shimmens, RN-C, BSN, MBA

Typically, when employers want to know if a nurse's license is about to expire, they have to look it up one nurse at a time. When it comes to learning about discipline status, employers must seek out this information on their own as well.

Not anymore.

With NCSBN's Nursys e-Notify® system, institutions that employ nurses or maintain a registry of nurses now have the ability to receive automatic licensure, discipline and publicly available notifications quickly, easily, securely and *free of charge*. Nursys e-Notify is an innovative nurse licensure notification system that automatically provides institutions licensure and publicly available discipline data as it is entered into Nursys by boards of nursing (BONs). Institutions do not have to proactively seek licensure or discipline information about their nurses because that information will be sent to them automatically.

The e-Notify system alerts subscribers when modifications are made to a nurse's record, including changes to:

- License status;
- License expirations;
- License renewal; and
- Public disciplinary action/resolutions and alerts/notifications.

For example, if a nurse's license is about to expire, the system will send a notification to the institution about the expiration date. If a nurse was disciplined by a BON, his/her institution will immediately learn about the disciplinary action, including access to available documents.

Understanding Nursys®

Nursys is the only national database for licensure verification, discipline for registered nurses (RNs), licensed practical/vocational nurses (LPN/VNs) and advanced practice registered nurses (APRNs). Nursys data is pushed directly from participating BONs' databases (for participating jurisdictions visit nursys.com). Nursys is live and dynamic and all updates to the system are reflected immediately.

Through a written agreement, participating BONs have designated Nursys as a primary source equivalent database. National Council of State Boards of Nursing posts licensure and discipline information in Nursys as it is submitted by individual BONs.

Nursys® Benefits Nurses Too!

Nurses can self-enroll for free and take advantage of a quick and convenient way to keep up-to-date with their professional licenses. They can receive license expiration reminders, licensure status updates and track license verifications for endorsement.

Learn more about Nursys® e-Notify by viewing an introductory video or visiting the website at www.nursys.com. For questions, contact nursysenotify@ncsbn.org.

Executive Director Report

Authored by Lori Scheidt, Executive Director

Protect Your License

These practical tips will help you protect your license.

- If you have not already done so, you should enroll yourself in e-Notify by going to www.nursys.com/e-notify and selecting "As a Nurse" to complete the registration process. By enrolling in this free service, you will receive notifications any time your license status changes as well as receive license expiration date reminders. The e-Notify system also allows you to provide information about the nursing workforce in Missouri. The Missouri State Board of Nursing uses this information to gather important workforce data and uses the data to enhance Missouri's ability to plan for nurse supply and demand and, ultimately, improve healthcare for all. As a reminder, you and your employer can verify your license at any time at www.nursys.com by clicking on Search QuickConfirm and following the instructions.
- Missouri does not issue a license card. Missouri has joined many other states in eliminating the issuance of license cards due to the fact that they can be forged, altered, misappropriated, and contribute to identity theft. Further, they do not reflect recent disciplinary action. Fraud does not just occur by

obtaining financial information or a social security number. It can happen with your nursing license record as well. You should search for your record using Licensure QuickConfirm at www.nursys.com. After you access your record, you can print a report that will show your license number, original issue date, expiration date, whether you have a multistate or single state license and discipline status. Please direct current or future employers to www.nursys.com to verify your license.

- RN licenses expire April 30th of every odd-numbered year. LPN licenses expire May 31st of every even-numbered year. When enrolling yourself in e-Notify, choose the option to receive automated electronic reminders when you have a license that will be expiring within 30 days.
- Keep the board informed of your current name and address. A notification form can be found at pr.mo.gov/nursing. There are several reasons for this.
 - ◊ Licenses are suspended by operation of law for not filing or paying state income taxes. If we do not have your current address, your license could be suspended without you receiving notification.

Executive Director continued on page 3

DISCLAIMER CLAUSE

The Nursing Newsletter is published quarterly by the Missouri State Board of Nursing of the Division of Professional Registration of the Department of Insurance, Financial Institutions & Professional Registration. Providers offering educational programs advertised in the Newsletter should be contacted directly and not the Missouri State Board of Nursing.

Advertising is not solicited nor endorsed by the Missouri State Board of Nursing.

For advertising rates and information, please contact Arthur L. Davis Publishing Agency, Inc., 517 Washington Street, PO Box 216, Cedar Falls, Iowa 50613, (800) 626-4081, sales@aldpub.com. Missouri State Board of Nursing and the Arthur L. Davis Publishing Agency, Inc. reserve the right to reject any advertisement. Responsibility for errors in advertising is limited to corrections in the next issue or refund of price of advertisement.

Acceptance of advertising does not imply endorsement or approval by the Board of products advertised, the advertisers, or the claims made. Rejection of an advertisement does not imply a product offered for advertising is without merit, or that the manufacturer lacks integrity, or that this association disapproves of the product or its use. The Board and the Arthur L. Davis Publishing Agency, Inc. shall not be held liable for any consequences resulting from purchase or use of an advertiser's product. Articles appearing in this publication express the opinions of the authors; they do not necessarily reflect views of the staff, board, or membership of the Board or those of the national or local associations.

Clinical opportunities for RN, LPN, CNA candidates – Sign-On Bonus offered

Carondelet Manor
621 Carondelet Drive
Kansas City, MO
816-941-1300
www.AscensionSeniorLiving.org

St. Mary's Manor
111 NW Mock Avenue
Blue Springs, MO
816-228-5655

ASCENSION
Senior Living

BLESSING-RIEMAN
College of Nursing & Health Sciences
Accredited by the CCNE

Now offering online programs for
RN-BSN RN-MSN MSN



Contact us for more information
1-800-877-9140 www.bren.edu

Flexible. Affordable. Convenient.



Come shop with us!

Scrubs, lab coats, stethoscopes, shoes, medical supplies, & accessories – from all your favorite brands!

Enter code **GOG10** to save 10% on all orders!





Visit ShopNurse.com today!

Important Telephone Numbers

Department of Health & Senior Services (nurse aide verifications and general questions)	573-526-5686
Missouri State Association for Licensed Practical Nurses (<i>MoSALPN</i>)	573-636-5659
Missouri Nurses Association (<i>MONA</i>)	573-636-4623
Missouri League for Nursing (<i>MLN</i>)	573-635-5355
Missouri Hospital Association (<i>MHA</i>)	573-893-3700

Number of Nurses Currently Licensed in the State of Missouri

As of April 1, 2016

Profession	Number
Licensed Practical Nurse	25,269
Registered Professional Nurse	102,896
Total	128,165



<http://pr.mo.gov>

Published by:
Arthur L. Davis
Publishing Agency, Inc.



CAPITAL REGION MEDICAL CENTER

University of Missouri Health Care
Missouri Quality Award Recipient 2006 and 2010

Help us make
our community
better every
day!



We are located in central Missouri in Jefferson City, with convenient access to the Lake of the Ozarks, Columbia, St. Louis, and Kansas City. We offer an excellent salary and benefits program!

Visit our website at www.ccmc.org or call/e-mail Antonio Sykes at (573)632-5043 or asykes@mail.ccmc.org to learn more about the excellent opportunities we have available for you with our organization.

Capital Region
MEDICAL CENTER
University of Missouri Health Care
Better. Every day. EOE

Department of Veterans Affairs 

Harry S. Truman Memorial Veterans' Hospital in Columbia, Missouri is seeking:

In-Patient Registered Nurses!
Nurse Practitioners! **IV Certified LPNs!**

For more information, contact Julie Steakley 573-814-6396

VA  **Defining EXCELLENCE in the 21st Century**
VA is an Equal Opportunity Employer

StoneBridge
Senior Living 

Come Join the StoneBridge group at Frene Valley of Hermann.

Hiring Licensed Practical Nurses for 5pm-5am shift, Competitive salary, great benefits.

Apply in person or online at Stonebridgeseniorliving.com.
1800 Wein St. Hermann, Mo. 65041
Phone #573-486-3155

StoneBridge Senior Living: *The 1st choice in Senior Living in the communities served by our family.*

LPN & RN Nurses of
Lutheran Senior Services:

Thank you for all you do!
You are outstanding and...


Your LSS Family


LUTHERAN SENIOR SERVICES
LSSLiving.org

UMSL
Nursing 

University of Missouri-St. Louis

Faculty Positions

The University of Missouri-St. Louis (UMSL) College of Nursing invites applications for full-time tenure track/tenured and teaching track and part-time positions in the following areas of expertise:

- Adult Acute Care
- Pediatrics
- Maternal-Child
- Psych-Mental Health
- Adult/Gero Primary Care Nurse Practitioner
- Family Nurse Practitioner
- Pediatric Primary Care Nurse Practitioner

www.umsl.edu/divisions/nursing/employment.html

Executive Director Report

Executive Director Report continued from page 1

- ◊ Failure to inform the board of your current address is cause to discipline your nursing license. You are required to inform the board of a change in your name and/or address within 30 days of the change.
- ◊ Missouri is a member of the nurse licensure compact (NLC). This is similar to a driver's license where you are licensed in one state and can practice in other states that are members of the compact without having to obtain another license in that state. You can find an overview of the compact as well as a list of member states at www.ncsbn.org/compacts. The compact regulations also require that you keep your address updated. Whether you have a multistate or single state license depends on your primary state of residence.
- Practice is where the patient is at the time nursing care is rendered. Know the state's Nursing Practice Act and rules before you practice. You can find the Missouri Nursing Practice on our web site. You can find links to other state boards of nursing at www.ncsbn.org

Legislative Session

The 2016 legislative session started January 6, 2016 and will go through May 13, 2016.

SB835 – Nursing Education Incentive Program

Senator Jay Wasson (R-District 20) filed Senate Bill 835. Legislation to establish the nurse education incentive program was passed in 2011. It was set up to transfer funds from the Board of Nursing budget to the Department of Higher Education budget. The Department of Higher Education then dispersed the funds.

This bill changes the law so the nursing education incentive program payment function stays with the Board of Nursing rather than the Department of Higher Education. Having both the Board of Nursing and Department of Higher Education choose the grantees remains in order to maintain fairness and objectivity.

Appropriation will remain with the board so the board can determine each year what they can financially afford based on projected revenue and expenditures.

HB 1850 – Workforce Bill

Representative Diane Franklin (R-District 123) filed House Bill 1850.

Section 324.001.3 RSMo, currently authorizes boards within the Division of Professional Registration to collect data to support workforce planning and policy development.

Not all boards have the manpower or expertise to analyze the data and are not authorized in their duties to contract with outside agencies for workforce development and analysis. Boards also have no authority to share data with another entity or agency unless it meets the requirements in section 324.001.8 RSMo, which allows boards to release information to other administrative or law enforcement agencies acting within the scope of their statutory authority.

The boards are charged with protecting the public. Addressing the challenging quality and safety issues pervasive in health care depends upon adequate levels of appropriately educated and prepared health care professionals. A shortage of health care professionals is a quality of care issue.

Health regulatory boards are creatures of statute with only those powers and authority expressly granted in state statute. This bill will allow the Board of Nursing, Board of Pharmacy, Missouri Dental Board, State Committee of Psychologists, and State Board of Registration for the Healing Arts to individually or collectively enter into a contractual agreement with the Department of Health and Senior Services, a public institution of higher education, or a nonprofit entity for the purpose of collecting and analyzing workforce data from its licensees, registrants or permit holders for future workforce planning and to assess the accessibility and availability of qualified healthcare services and practitioners in Missouri. The boards shall work collaboratively with other state governmental entities to ensure coordination and avoid duplication of efforts.

It gives the board authority to spend appropriated funds necessary for operational expenses of the program formed pursuant to this section.

Data collection will be controlled and approved by the applicable state board conducting or requesting the collection. There are also several other protections in the bill including income or other financial earnings data cannot be collected, only aggregate data can be released so a specific individual or entity cannot be identified, and it allows the board to release data to the contractors but requires that the contractor maintain the confidentiality of data received or collected pursuant to this section and shall not use, disclose or release any data without approval of the applicable state board.

SB 985 & HB 2043 - Adopts the revised (enhanced) nurse licensure compact.

Senator Jay Wasson (R-District 20) filed Senate Bill 985 and Representative Kathryn Swan (R-District 147) filed House Bill 2043. Passage of either bill would adopt the revised (enhanced nurse licensure compact). Missouri was the 24th state to pass the nurse license compact in 2009; the first state was in 1999. Since Missouri, only one more state has adopted the compact bringing the total states in the nurse licensure compact to 25. All the boards of nursing in the United States had a series of meetings to figure out what needs to change in the compact so more states would enact and join the compact. The goal is to have all states in the compact. The new compact is a product of that work.

This model is like the driver's license compact where you have a license in your primary state of residence and can practice in other compact states. Some of the states that were reluctant to join said they wanted to be guaranteed that, if a nurse is coming in their state to practice, the nurse has undergone fingerprint background checks and does not have a felony on their record. Missouri already does fingerprint background checks but we may issue a license to a nurse with a felony on their record; it is a case-by-case decision concerning all circumstances and rehabilitation. This compact makes it a requirement that all compact states have to require fingerprint background checks. It puts all licensure requirements in law and says if you have a felony, you cannot have a multi-state license. Each state is free to license a nurse with a felony, but that state would only be able to issue a single-state license, allowing other states to vet the nurse to decide if they want them to practice in their state. The compact does have a grandfather clause so nurses already granted a multi-state license would keep that as long as the nurse keeps the license active.

This more modern compact must be adopted by the 25 original states and the remaining states. It has an effective

clause that makes it effective December 31, 2018 or when 26 states have passed it. Missouri would operate off the current compact until then.

Telehealth Bills

Senator Gary Romine (R-District 3) filed Senate Bill 621 and Representative Jay Barnes (R-District 060) filed House Bill 1923 related to telehealth.

Advanced Practice Registered Nurses

Senator Brian Munzlinger (R-District 18) filed Senate Bill 752 and Representative Craig Redmon (R-District 004) Filed House Bill 1775 that would allow certain assistant physicians, advanced practice registered nurses and physician assistants to prescribe all Schedule II controlled substances.

Advanced Practice Registered Nurses

Representative Eric Burlison (R-District 133) filed House Bill 1465 that would change some of the collaborative practice requirements.

Representative Lyle Rowland (R-District 155) filed House Bill 1697 that would increase the number of full-time equivalent advanced practice registered nurses that a physician can collaborate with from three to five.

Senate Bill 826 was filed by Senator Wayne Wallingford (R-District 27) and Representative Tila Hubrecht (R-District 151) filed House Bill 1866. Passage of either bill would create a license for Advanced Practice Registered Nurses, would authorize them to prescribe Schedule II controlled substances, and revise collaborative practice requirements.

Representative Keith Frederick (R-District 121) filed House Bill 2275, which would limit the number of providers a collaborative physician can enter into to three.

Speak Up

Legislation impacts nursing careers, shapes health care policy and influences the care delivered to patients. Your education, expertise, and well-earned public respect as a nurse can allow you to exert considerable influence on health care policy. Nurses have been somewhat reluctant to do this in the past but you are in an excellent position to advocate for patients. Never underestimate the importance of what you have to say. As a professional, you bring a unique perspective to health care issues and often have intricate knowledge that helps provide insight for our legislators.

You can make your thoughts known to your legislative representatives. You can meet with, call, write or e-mail your legislators and let them know how to reach you and your area of expertise if you are willing to give them information on issues related to nursing. You can find information about the status of bills and how to contact legislators at <http://moga.mo.gov/>.



JOIN OUR TEAM

Western Missouri Medical Center is looking for dedicated individuals to join our team of qualified healthcare employees!

Apply at WMMC.com!

- ICU/Tele RN
- Clinic Supervisor RN
- Pain Center RN
- Emergency RN
- OB PRN
- Med/Surg RN

MBSAQIP
INTERNATIONAL BOARD OF STAFF QUALITY IMPROVEMENT
ACCREDITED CENTER

Normal Delivery of Newborns
Total Hip Replacement • Total Knee Replacement





Work in the beautiful Ozarks.

At Ozarks Medical Center, we deliver top-quality compassionate medical care. Ozarks Medical Center is a system of care encompassing a 114-bed acute care hospital, 8 primary care and 15 specialty clinics, along with complete rehabilitation and home care services. We are a not-for-profit medical referral center with over 1100 employees, serving an 8-county area in south central Missouri and north central Arkansas.

Ozarks Medical Center is seeking RNs and APNs. Come see why our strong community atmosphere, abundant outdoor recreation opportunities, top-quality education, safe setting and soul-soothing beauty draw people from all around the country.



Ozarks Medical Center
The Right Care, Right Here

www.ozarksmedicalcenter.com

www.facebook.com/OzarksMedicalCenter

www.linkedin.com/company/ozarks-medical-center

www.youtube.com/ozarksmedicalcenter

www.pinterest.com/ozarksmedicalcenter

www.ozarksmedicalcenter.com

<a href="http://www

Education Report

Authored by Bibi Schultz, RN, MSN, CNE
Education Administrator

Missouri State Board of Nursing Education Committee
 Members:

- Roxanne McDaniel, RN, PhD (Chair)
- Lisa Green, RN, PhD
- Mariea Snell, DNP, MSN, BSN, RN, FNP-BC
- Anne Heyen, DNP, RN, CNE

Understanding SARA – State Authorization Reciprocity Agreements

In a time when distance education has become one of the mainstays of post-secondary education it is important to remember that authorization for universities and colleges to offer educational experiences across state borders may differ widely among states. The process to secure authorization to offer programs and courses per distance education in another state(s) can be cumbersome and lengthy. In order to address these issues and to streamline state authorization processes for in-state and out-of-state schools, four (4) regional higher education compacts [Midwestern Higher Education Compact (MHEC), the New England Board of Higher Education (NEBHE), the Southern Region Education Board (SREB) and the Western Interstate Commission for Higher Education (WICHE)] worked jointly to develop the State Authorization Reciprocity Agreements, or SARA. Missouri is part of the Midwestern Higher Education Compact (MHEC) and actively participates in SARA. While regional higher education compacts offered some reciprocity to offer distance education in other states within their part of the region, differences in policies and standards among the four (4) compacts may have hindered a more national approach to reciprocity (<http://nc-sara.org>).

In 2013, the President's Forum, along with the Council of State Governments (CSG), was charged with development of a Model State Authorization Reciprocity Agreement (SARA) that would be nationally acceptable; collectively and collaboratively address established policies and standards enforced by the four (4) regional higher education compacts; and that would enable states to utilize other states' recognition of institutional authority to offer distance education as their own. The National Council for State Authorization Reciprocity Agreements (NC-SARA) was established in 2013 and now oversees SARA agreements that are administered by the four (4) regional higher education compacts. Grant funding was utilized to develop and implement the revised National Council for State Reciprocity Agreements (NC-SARA) in 2014 (<http://nc-sara.org>).

State and school participation in SARA is strictly voluntary. States, districts and U.S. territories are eligible to join SARA upon establishment and/or verification of comparable national standards regarding their policies and requirements for institutional authorization to offer post-secondary course work in their state and nationally (per distance education). Each participating state must follow "Interregional Guidelines for the Evaluation of Distance Education Programs" set forth by NC-SARA in order for post-secondary institutions physically located in their state or territory to participate. SARA agreements are careful to define "physical presence" of the post-secondary institution in order to apply requirements uniformly among states. The SARA website provides ample information regarding SARA policies and standards and can be accessed at <http://nc-sara.org>. Acceptance in SARA is an assurance that standards set forth by their respective regional higher education compact/SARA agreements are met and that educational offerings provided by "SARA schools" in their state hold comparable to standards of their partnering entities within the same region as well as nationally (<http://nc-sara.org>).

Post-secondary institutions with physical presence in a SARA state may become "SARA schools." Universities and colleges located in such states must then apply and be accepted in order to become a member school. As indicated earlier, Missouri is part of the Midwestern Higher Education Compact (MHEC) and actively participates in SARA. A list of Missouri "SARA schools" is provided through the NC-SARA's website at <http://nc-sara.org/states/mo>. In Missouri, SARA is implemented through the Missouri Department of Higher Education (MDHE); the agreement may be accessed through the MDHE website at <http://dhe.mo.gov/DistanceEducation.php>. Participation in SARA implies commitment of member institutions to uphold state and national regulations for offering of course work offered on ground as well as online. Reduction in authorization expense may directly impact educational cost for students and resource management at institutional and/or program levels (<http://nc-sara.org>).

Since participation of post-secondary institutions in SARA is strictly voluntary, schools that are located in SARA states that choose not to participate are required to attain and maintain state authorization to offer distance education in the traditional method, as required by their state of physical presence and individual state(s) they would like to include in their distance learning. As indicated earlier, state authorization requirements in non-SARA states may differ widely and have to be explored and met on individual basis. This would be no different for a school in a SARA state that chooses not to participate.

It is important to note that SARA authorization to operate distance education in respective states does not apply to "professional licensing board approval for programs leading to state licensing in fields such as nursing, teacher education, psychology, etc." as stated per SARA website (<http://nc-sara.org>). Licensing board rules and statutes as well as approval requirements set forth by individual states must be followed in order to attain and maintain state approval to operate pre-licensure nursing education on ground as well as online. In addition, SARA participation does not cover course work that is offered free of charge, is taken for non-credit or goes beyond the scope of current regulation, such as non-credit course work offered per massive open online courses (MOOCs), as indicated as part of SARA regulations per the SARA website (<http://nc-sara.org>). Wikipedia coins MOOCs as "massive open online courses that aim at unlimited participation and open access via the web." Often MOOCs are utilized for communication among students and faculty and to reiterate educational offerings/ experiences electronically (<http://nc-sara.org>).

In order to better understand SARA and to truly appreciate efforts gone forth to make all of this happen, it is helpful to consider major benefits of participation in SARA at state and institutional as well as regional and national levels. The National Council of State Authorization Reciprocity Agreements (NC-SARA) describes benefits of SARA participation that can be easily transcribed to educational experiences of students in member states/academic institutions. Benefits may include expansion of educational opportunities/offering for students in Missouri and other states and reasonable assurance that rules and regulations set forth by state authorization agencies are in place and are followed. Cost savings for post-secondary institutions is projected and will hopefully transpose to a higher level of affordability for students. It is notable that SARA membership to states is offered free of charge. State membership fees that would apply to participation as a "SARA school" in each individual state are set by respective states as part of state authorization processes. In Missouri, "SARA school" membership/renewal fees of \$500 for initial membership as well as for each annual renewal may apply (<http://nc-sara.org>). Schools interested in SARA membership may refer to cited NC-SARA and MDHE websites or contact the Missouri Department of Higher Education directly.

While SARA agreements do not directly impact pre-licensure nursing program approval at the state level and Missouri State Board of Nursing approval must be attained and maintained in order for post-secondary institutions to offer their pre-licensure nursing program(s) in the State of Missouri, it is important to better understand state authorization reciprocity. It is essential to know that this pertains to state authorization for post-secondary institutions to operate distance education in participating states and does not relieve post-secondary institutions and their nursing programs of obligations to comply with all of statutory and regulatory provisions pertinent to nursing program approval, national nursing accreditation, if applicable, and institutional accreditation of the parent institution at the local, regional and national level (<http://nc-sara.org>).

References:

- National Council for State Authorization Reciprocity Agreements (2016, January 15). Retrieved from <http://nc-sara.org>
- Missouri Department of Higher Education – Distance Education (2016, January 15). Retrieved from <http://dhe.mo.gov/DistanceEducation.php>
- National Council of State Authorization Agreements – List of Missouri SARA schools (2016, January 15). Retrieved from <http://nc-sara.org/states/mo>

Advantage

Services Advantage Provides:

- Pediatric Private Duty Nursing
- Adult Services
- Senior Services
- Veteran Aid & Attendance
- Consumer Directed Services

Illinois Staffing Locations:

- Oak Park Chicago
- Oak Forest Chicago
- Peoria
- Edwardsville
- Marion

Missouri Staffing Locations:

- St. Louis
- Columbia
- Springfield
- Farmington
- Hillsboro
- Sullivan
- Potosi
- Buffalo
- Sedalia
- Kansas City

Advantage Nursing Services is seeking LPNs & RNs for our Pediatric Private Duty cases

**Nurses applying to work in Illinois must have one year practicing experience as a LPN or RN*

Contact our 24 hour Recruitment Line at 1-800-830-2737 for openings or apply at: www.ansjobs.com

For Assessments and services contact our 24 hour centralized intake line: 1-866-383-3535

www.advantage-nursing.com

golden living centers
 Jefferson City

Build a brighter future for your residents and for you.

\$2500 Sign-On Bonus Evening & Night Charge RN or LPN

- Excellent Medical
- Competitive Wages
- Vacation/Sick/Holiday Pay
- 401K
- Tuition Reimbursement

Interested candidates please contact:

Mark Bosch,
 RN DCE
 Golden Living Center – Jefferson City
 3038 W. Truman Blvd.
 Jefferson City, MO 65109
 P: 573.893.3404

EEO/M/F/Disabled/Veterans
 Drug Free Workplace

Stay up-to-date and find your dream job!

Job Board: Search job listings in all 50 states.

Publications: New publications and articles added weekly!

Events: Find events for nursing professionals in your area.

nursingALD.com







UNIVERSITY OF CENTRAL MISSOURI
 LEARNING TO A GREATER DEGREE

Ready for a career change?
 Enjoy working with older adults?

EARN YOUR M.S. IN SOCIAL GERONTOLOGY

- > Flexible program with **on-campus**, **hybrid**, and **online** classes
- > **Cost-competitive program** with dynamic faculty & diverse student body

For more information
 Contact Jo Anne Long Walker | jclong@ucmo.edu

www.ucmo.edu/sociology/gerontology **Choose RED**

THE UNIVERSITY OF NURSING DEGREES, REINVENTED.

How did one of *Fast Company*'s "50 Most Innovative Companies" reinvent nursing school? By letting you fly through the material you already know, master what you don't, and study for your BSN or MSN whenever your busy schedule allows. **Learn more at missouri.wgu.edu.**

WGU  **MISSOURI**
A NEW KIND OF U.™



A Nurse's Guide to Professional Boundaries

Reprinted with Permission, *A Nurses Guide to Professional Boundaries*, Publisher: National Council of State Boards of Nursing



A nurse must understand and apply the following concepts of professional boundaries.

A Nurse's Guide to Professional Boundaries

Year after year, nursing tops national polls of the most widely respected and trusted professions. The results of these polls reflect the special relationship and bond between nurses and those under their care. Patients can expect a nurse to act in their best interests and to respect their dignity. This means that a nurse abstains from attaining personal gain at the patient's expense and refrains from jeopardizing the therapeutic nurse-patient relationship. In order to maintain that trust and practice in a manner consistent with professional standards, nurses should be knowledgeable regarding professional boundaries and work to establish and maintain those boundaries.

A therapeutic relationship is one that allows nurses to apply their professional knowledge, skills, abilities and experiences towards meeting the health needs of the patient. This relationship is dynamic, goal-oriented and patient-centered because it is designed to meet the needs of the patient. Regardless of the context or length of interaction, the therapeutic nurse-patient relationship protects the patient's dignity, autonomy and privacy and allows for the development of trust and respect.

Professional boundaries are the spaces between the nurse's power and the patient's vulnerability. The power of the nurse comes from the nurse's professional position and access to sensitive personal information. The difference in personal information the nurse knows about the patient versus personal information the patient knows about the nurse creates an imbalance in the nurse-patient relationship. Nurses should make every effort to respect the power imbalance and ensure a patient-centered relationship.

Boundary crossings are brief excursions across professional lines of behavior that may be inadvertent, thoughtless or even purposeful, while attempting to meet a special therapeutic need of the patient. Boundary crossings can result in a return to established boundaries, but should be evaluated by the nurse for potential adverse patient consequences and implications. Repeated boundary crossings should be avoided.

Boundary violations can result when there is confusion between the needs of the nurse and those of the patient. Such violations are characterized by excessive personal disclosure by the nurse, secrecy or even a reversal of roles. Boundary violations can cause distress for the patient, which may not be recognized or felt by the patient until harmful consequences occur.

A nurse's use of social media is another way that nurses can unintentionally blur the lines between their professional and personal lives. Making a comment via social media, even if done on a nurse's own time and in their own home, regarding an incident or person in the scope of their employment, may be a breach of patient confidentiality or privacy, as well as a boundary violation.

Professional sexual misconduct is an extreme form of boundary violation and includes any behavior that is seductive, sexually demeaning, harassing or reasonably interpreted as sexual by the patient. Professional sexual misconduct is an extremely serious, and criminal, violation.

A Continuum of Professional Behavior



Every nurse-patient relationship can be plotted on the professional continuum of professional behavior illustrated above.

Every nurse-patient relationship can be conceptualized on the continuum of professional behavior. Nurses

can use this graphic as a frame of reference to evaluate their behavior and consider if they are acting within the confines of the therapeutic relationship or if they are under or over-involved in their patients' care. Over-involvement includes boundary crossings, boundary violations and professional sexual misconduct. Under involvement includes distancing, disinterest and neglect, and can be detrimental to the patient and the nurse. There are no definite lines separating the therapeutic relationship from under involvement or over-involvement; instead, it is a gradual transition.

This continuum provides a frame of reference to assist nurses in evaluating their own and their colleagues' professional-patient interactions. For a given situation, the facts should be reviewed to determine whether or not the nurse was aware that a boundary crossing occurred and for what reason. The nurse should be asked: What was the intent of the boundary crossing? Was it for a therapeutic purpose? Was it in the patient's best interest? Did it optimize or detract from the nursing care? Did the nurse consult with a supervisor or colleague? Was the incident appropriately documented?

Boundaries and the Continuum of Professional Nursing Behavior

- The nurse's responsibility is to delineate and maintain boundaries.
- The nurse should work within the therapeutic relationship.
- The nurse should examine any boundary crossing, be aware of its potential implications and avoid repeated crossings.
- Variables such as the care setting, community influences, patient needs and the nature of therapy affect the delineation of boundaries.
- Actions that overstep established boundaries to meet the needs of the nurse are boundary violations.
- The nurse should avoid situations where he or she has a personal, professional or business relationship with the patient.
- Post-termination relationships are complex because the patient may need additional services. It may be difficult to determine when the nurse-patient relationship is completely terminated.
- Be careful about personal relationships with patients who might continue to need nursing services (such as those with mental health issues or oncology patients).



SEEKING FOUNDING DIRECTOR OF NURSING

Missouri Baptist UNIVERSITY  SHINE ON

314.434.1115 | mobap.edu/employment


Crider Health Center
 has multiple openings for **Behavioral Health Clinic Nurses** throughout St. Charles County.
No Holidays • No Weekends • Pay commensurate with experience • Excellent 401(k) and benefits

To apply visit our site at www.compasshealthnetwork.org

"Work for a company that fits"
 Schedules that FIT • Assignments that FIT

First Call, Your Staffing Source, has needs for RN's, LPN's CNA's and CHHA's for both part time and full time assignments paying up to:
 RN's \$42.00/hr CNA's \$18.00/hr
 LPN's \$30.00/hr CHHA's \$15.00/hr

Accepting Resumes for Allied Healthcare Technicians & Therapists!
 First Call requires recent work experience and good references.

Benefits Include:

- Flexibility • Top Wages • Daily Pay • Weekly Pay
- Pay Cards • Vacation • AFLAC • Direct Deposit

First Call knows I work hard.
First Call knows I care.
First Call knows... I'm Amazing!

For more information call today:
 Tulsa, OK: (918) 665-1011 • Oklahoma City, OK: (405) 842-7775
 Springfield, MO (417) 886-1001 • Dallas, TX (214) 631-9200

Apply online at www.My-FirstCall.com

Drug testing required. Some restrictions apply.


 Your Staffing Source



WHEN NURSES LEAD, TRANSFORMATIONAL OUTCOMES FOLLOW.

When it comes to multidisciplinary care at Children's Mercy, nurses are empowered to lead the charge. They have an essential role within the organization and are encouraged to have a voice, make decisions and advocate for patients daily. They also lead teams across all subspecialties—transforming care and transforming the lives of patients every day. Learn more about our nurses and start the process of joining our team by visiting ChildrensMercy.org/Nursing.

"Children's Mercy not only encourages nurses to excel in their practice, they also give us the tools to do it."

Annie Oliver, BSN, RN | Clinical Nurse | Intensive Care Nursery



 **Children's Mercy**
 KANSAS CITY

Q&A Regarding Professional Boundaries and Sexual Misconduct

What if a nurse wants to date or even marry a former patient? Is that considered sexual misconduct?

The key word here is former. The following are important factors to consider when making this determination:

- What is the length of time between the nurse-patient relationship and dating?
- What kind of therapy did the patient receive? Assisting a patient with a short-term problem, such as a broken limb, is different than providing long-term care for a chronic condition.
- What is the nature of the knowledge the nurse has had access to and how will that affect the future relationship?
- Will the patient need therapy in the future?
- Is there risk to the patient?

What if a nurse lives in a small community? Does this mean that he or she cannot provide care for neighbors or friends?

The difference between a caring relationship and an overinvolved relationship is sometimes difficult to discern. A nursing professional living and working in a small, rural or remote community will, out of necessity, have business and social relationships with patients. In these instances, it is extremely important for nurses to openly acknowledge their dual relationship with patients and to emphasize when they are performing in a professional capacity.

The nurse must ensure the patient's care needs are primary. When this is not possible, nurses should remove themselves from the situation or request assistance from a supervisor or colleague.



Do boundary violations always precede sexual misconduct?

Boundary violations are extremely complex. Most are ambiguous and difficult to evaluate. Boundary violations may or may not lead to sexual misconduct. In some cases, extreme sexual misconduct, such as assault or rape, may be habitual behavior, while at other times it is a crime of opportunity. Regardless of the motive, extreme sexual misconduct is not only a boundary violation, it is criminal behavior.

Does patient consent make a sexual relationship acceptable?

If the patient consents, and even if the patient initiates the sexual conduct, a sexual relationship is still considered sexual misconduct for a health care professional. It is an abuse of the nurse-patient relationship that puts the nurse's needs first. It is always the responsibility of a health care professional to establish appropriate boundaries with current and former patients.

Red Flag Behaviors

Some behavioral indicators can alert nurses to potential boundary issues for which there may be reasonable explanations, however, nurses who display one or more of the following behaviors should examine their patient relationships for possible boundary crossings or violations.

Signs of inappropriate behavior can be subtle at first, but early warning signs that should raise a "red flag" can include:

- Discussing intimate or personal issues with a patient
- Engaging in behaviors that could reasonably be interpreted as flirting
- Keeping secrets with a patient or for a patient
- Believing that you are the only one who truly understands or can help the patient
- Spending more time than is necessary with a particular patient
- Speaking poorly about colleagues or your employment setting with the patient and/or family
- Showing favoritism
- Meeting a patient in settings besides those used to provide direct patient care or when you are not at work

Patients can also demonstrate signs of over-involvement by asking questions about a particular nurse, or seeking personal information. If this occurs, the nurse should request assistance from a trusted colleague or a supervisor.

What should a nurse do if confronted with possible boundary violations or sexual misconduct?

The nurse needs to be prepared to deal with violations by any member of the health care team. Patient safety must be the first priority. If a health care provider's behavior is ambiguous, or if the nurse is unsure of how to interpret a situation, the nurse should consult with a trusted supervisor or colleague. Incidents should be thoroughly documented in a timely manner. Nurses should be familiar with reporting requirements and the grounds for discipline in their respective jurisdictions; they are expected to comply with these legal and ethical mandates for reporting.

What are some of the nursing practice implications of professional boundaries?

Nurses need to practice in a manner consistent with professional standards. Nurses should be knowledgeable regarding professional boundaries and work to establish and maintain those boundaries. Nurses should examine



**UNIVERSITY of WISCONSIN
GREEN BAY**

BSN-LINC

MSN-LINC

RN to BSN Online Program

No Campus Visits — Enroll Part or Full Time

- Liberal Credit Transfers
- Nationally Accredited

Classes That Fit Your Schedule — Competitive Tuition

BSN-LINC: 1-877-656-1483 or bsn-linc.wisconsin.edu

MSN-LINC: 1-888-674-8942 or uwgb.edu/nursing/msn

MSN Online Program

No Thesis Required

No Entrance Exams

any boundary-crossing behavior and seek assistance and counsel from their colleagues and supervisors when crossings occur. Nurses also need to be cognizant of the boundary violations that occur when using social media to discuss patients, their family or their treatment. These issues are discussed in depth in NCSBN's brochure *A Nurse's Guide to the Use of Social Media*.

NCSBN Professional Boundaries Resources

NCSBN offers a variety of resources pertaining to professional boundaries:

- The "Professional Boundaries in Nursing" video, at ncsbn.org/464.htm, helps explain the continuum of professional behavior and the consequences of boundary crossings, boundary violations and professional sexual misconduct. Internal and external factors that contribute to professional boundary issues, including social media, are explored.
- The "Professional Boundaries in Nursing" online course was developed as a companion to the video. The cost of the course is \$30. Upon successful completion of the course, 3.0 contact hours are available. The course is approved by the Alabama Board of Nursing. Register for the course at learningext.com.

Other resources can be found at ncsbn.org/1615.htm.
111 E. Wacker Drive, Suite 2900
Chicago, IL 60601-4277
312.525.3600 ncsbn.org

THE NURSE'S CHALLENGE

- Be aware.
- Be cognizant of feelings and behavior.
- Be observant of the behavior of other professionals.
- Always act in the best interests of the patient.

Nursing Opportunities Available

- Flexible schedules • On-site child care center
- Tuition reimbursement • Free parking
- New Hire Night Shift Diff Rates
- Education Repayment or Sign-On Bonus available

We have openings in a variety of clinical areas. 
St. Anthony's Medical Center, 10010 Kennerly Road, St. Louis, MO 63128

RNs WANTED

As the oldest and most respected agency in the community, we've been Kansas City's choice for home health care since 1891.

To learn more and apply, please visit our website at www.vnake.com.

 **VISITING NURSE ASSOCIATION**
vnakc.com • 816-531-1200



Is accepting applications for the following positions:

- Nursing Instructor (full time, tenure track)
- Clinical & Laboratory Instructors (part time)

For more information on these or other positions, visit <http://www.avila.edu/avila-life/about-avila/employment>

Avila University
11901 Wornall Road
Kansas City, MO 64145

Avila University is an Equal Opportunity and E-Verify employer.

Manor Grove
is hiring
CNAs, LPNs,
CMTs and RNs
for Full-time,
Part-time and
PRN

Benefits:

- Great staffing ratios
- Competitive wages
- On bus route
- Free off-street parking
- Homelike atmosphere

Contact information:
Barbara Errico, RN, DON
(314) 965-0864



Graceland University Nursing
Respected, accredited and online...a school with a great history!



For more information: 800-833-0524 x 4717 or graceland.edu/MOBN

- RN to BSN
- RN to MSN
- MSN - Family Nurse Practitioner
- MSN - Nurse Educator
- DNP - Doctor of Nursing Practice
- BA - Health Care Management



Graceland
University

Moments with Marcus

Navigating Nursing

by Marcus Engel

When I'm keynoting for a hospital, there's always a bit of intimidation upon arrival. Before I ever step foot into the building, I'm thinking about worst case scenarios. "Is today the right day? What if I screwed up the calendar and I'm actually scheduled for tomorrow? Now that I'm in (insert place faraway from home) what do I do? Who am I supposed to ask for?" It's a lot of total anxiety before walking into the place.

Then, on through the sliding glass doors, find the desk in the lobby, hope that the person working the desk knows about the programs that day, and try to find the location inside the hospital but where the heck is that? The McCormack Room? Or was it McNamara... These names mean nothing to me.

All this happened just a month ago. Granted, it happens pretty much every time, but the instance I'm referring to took place in Indiana. Luckily, we met a nurse at the front desk who saved the day.

Nurse Cyndee overheard our conversation and recognized yours truly. I'd like to think this is because I'm so suave and debonair, but really, it was my Seeing Eye dog that gave us away!

Cyndee came out from behind the desk, said she knew where I would be speaking and then said the magic words, "Here, follow me!" She led us down several hallways,



BJC HealthCare

Your career. Made better.

Choose BJC HealthCare.

Alton Memorial Hospital
* Barnes-Jewish Hospital
Barnes-Jewish St. Peters Hospital
Barnes-Jewish West County Hospital
* Boone Hospital Center
Christian Hospital
* Memorial Hospital
Missouri Baptist Medical Center
Missouri Baptist Sullivan Hospital
Northwest HealthCare
Parkland Health Center
Progress West Hospital
* St. Louis Children's Hospital
* Magnet Hospital Designation

BJC Behavioral Health
BJC Corporate Health Services
BJC Home Care Services
BJC Medical Group

We have opportunities for the region's finest nursing professionals, and sign-on bonuses of up to \$10,000 for experienced RNs.

Great news: You can now apply from your mobile phone.

Visit BJC.org/MOnurse to search and apply.

Equal Opportunity Employer

I Choose BJC

"It's a place where people want to work and patients want to go."

Liz, RN
Patient Care Services
Barnes-Jewish
St. Peters Hospital



up a couple of escalators, past another public area and showed us into the room where I would be presenting. The walk from the front lobby to the room took several minutes. All along the way, Cyndee was telling us about the hospital, complimenting her co-workers and talking about how much she loves her job.

Before Cyndee left us to return to her nursing duties, she gave me her cell number and told us to call if there was anything else she could help with. How's that for assistance? Couldn't be better, in my book!

Sure, I was there in my professional role, but am I that much different than John Q. Patient? I enter the hospital already nervous. I have to ask for help and, thankfully, Cyndee was nearby. She not only was kind and courteous, but went above and beyond just telling me how to get to where I needed to go.

Hospitals are labyrinths of corridors and hallways and offices and doors. Navigating any unfamiliar territory is a challenge for anyone (not just guys that need Seeing Eye dogs). Imagine how intimidating and confusing they are for someone who is hurting or worried about a loved one with a scary diagnosis. Having that professional who steps up, steps forward and guides the lost into areas of comfort and destination is a winning element of any healthcare facility.

Nurses, you are navigators of compassion. And not just in your healthcare environment. You're the ones who tell the confused family member that, no, that pimple is probably not malignant melanoma. You're the ones who guide those with low health IQ to healthier choices. You're the ones who hold the hands of the vulnerable and afraid, both in and outside the hospital, clinic and home. Thanks to you and nurses like Cyndee, those of us who are "flying blind" have awesome navigators in the co-pilot seat.



Bachelor of Science in Nursing
Traditional class format - St. Joseph Campus

Master of Science in Nursing

- Healthcare Leadership
- Nurse Educator
- Nurse Educator Certificate
- RN-MSN option

Blended format with class meeting one night a week St. Joseph and Kansas City Locations

RN-BSN
Online format partnered with area community colleges



RNs - Join the VA St Louis Health Care System Nursing Team!

IMMEDIATE Employment Opportunities:
Cardiovascular / Surgical Intensive Care Unit
Medical Intensive Care Unit

• Recruitment Incentive
• 8 hours of leave per pay period
• 10 Federal Holidays
• 4 hours sick leave per pay period (May Be Accumulated Indefinitely)
• Differential Pay for Weekends Evenings And Nights

• Benefits

• Health Insurance Plans
• Retirement
• Life Insurance
• Education Programs
• Uniforms Allowance
• Career Ladder And More

Contact Gwendolyn Fay Holland, Nurse Recruiter, 314-289-6479 for more information
Apply online at USAjobs.gov



CORIZON
HEALTH™

View jobs and apply at www.Careerbuilder.com
Or email resume to Ellen.Anderson@corizonhealth.com
800-222-8215 x9555

Corizon Health, a provider of health services for the Missouri Department of Corrections, has excellent opportunities for RNs, LPNs and Nurse Practitioners.

As members of the Corizon Health healthcare team, our nurses and nurse practitioners are supported by:

- Competitive compensation
- Excellent benefits
- Opportunities for personal and career growth
- An environment that values innovation to improve patient care

Disciplinary Actions**

Pursuant to Section 335.066.2 RSMo, the Board "may cause a complaint to be filed with the Administrative Hearing Commission as provided by chapter 621, RSMo, against any holder of any certificate of registration or authority, permit, or license required by sections 335.011 to 335.096 or any person who has failed to renew or has surrendered his certificate of registration or authority, permit or license" for violation of Chapter 335, the Nursing Practice Act.

**Please be advised that more than one licensee may have the same name. Therefore, in order to verify a licensee's identity, please check the license number. Every discipline case is different. Each case is considered separately by the Board. Every case contains factors, too numerous to list here, that can positively or negatively affect the outcome of the case. The brief facts listed here are for information only. The results in any one case should not be viewed as Board policy and do not bind the Board in future cases.

The Board of Nursing is requesting contact from the following individuals:

Cheryl Bishop – PN 038805
 Britt Cailotto – RN 133592
 Ericka Moore – PN 2010024993

If anyone has knowledge of their whereabouts, please contact Kristi at 573-751-0082 or send an email to nursing@pr.mo.gov

CENSURE

Cunningham, Johnathon David

Saint Louis, MO

Registered Nurse 2013044037

Licensee received "coachings" from the hospital for using obscene, abusive or threatening language for being disrespectful while working as an RN at the hospital on the following dates: 10/18/2013, 12/11/2013, 5/7/2014, and 7/25/2014. Licensee also received "coachings" for two unrelated incidents, one on 6/6/2014 involving his accessing a "port-a-cath" and one on 9/15/2014 involving his administration of a Versed drip, both of which he had never received adequate training on or approval from the hospital to do such procedures. On September 21, 2014, licensee accessed the hospital's "EPIC" system from his home while he was off duty and put in an order for a type and crossmatch for a patient and changed the entry to show another nurse had entered the Order. There was no physician's order for the type and crossmatch before licensee entered it, and the doctor was never contacted in regard to this entry by licensee before he entered it.

Censure 02/10/2016

Addison, Shanic Monique

Raytown, MO

Registered Nurse 2010025643

On April 30, 2012, Licensee submitted to a urine drug screening test as part of the pre-employment hiring

CENSURE continued...

process. The urine sample provided by Licensee tested positive for Propoxyphene. Censure 12/31/2015

Bentz, Melissa Joy

Kansas City, MO

Registered Nurse 2008034610

Respondent failed to call in to NTS on seven (7) days. Further, on September 14, 2015, Respondent called NTS and was advised that she had been selected to provide a urine sample for screening. Respondent failed to report to a collection site to provide the requested sample. In addition, on two (2) occasions, September 25, 2015, and October 8, 2015, Respondent reported to a lab and submitted the required sample which showed a low creatinine reading. The Board did not receive an employer evaluation or statement of unemployment by the documentation due date of February 13, 2015. The Board did not receive a continuing chemical dependency treatment evaluation submitted on Respondent's behalf by the documentation due dates of May 13, 2015, and August 13, 2015. Censure 01/08/2016

Hamilton, James Lee

Cairo, MO

Licensed Practical Nurse 2006026920

The Board did not receive an employer evaluation or statement of unemployment by the quarterly due dates of May 7, 2015, or August 7, 2015. Censure 01/06/2016

Tomlinson, Joyce

Dupo, IL

Registered Nurse 086928

Licensee smacked a student on the back of the head for failing to have proper supplies during clinical. Censure 01/26/2016

Mason, James L

Billings, MO

Registered Nurse 134605

Respondent failed to call in to NTS on twenty (20) days. Further, on April 30, 2014; July 29, 2014; July 1, 2015; and September 17, 2015, Respondent called NTS and

CENSURE continued...

was advised that he had been selected to provide a urine sample for screening. Respondent failed to report to a collection site to provide the requested sample. On July 11, 2014, Respondent failed to call NTS; however, it was a day that Respondent had been selected to submit a sample for testing. The Board did not receive an employer evaluation or statement of unemployment by the quarterly due dates. Censure 01/06/2016

Smith, Kimberly Dyan

Raytown, MO

Licensed Practical Nurse 2010031263

Licensee practiced nursing in Missouri without a license from June 1, 2014, to November 5, 2015. Censure 01/29/2016

Owens, Terrie L

Union, MO

Registered Nurse 086110

Respondent failed to call in to NTS on one (1) day. On August 25, 2015, Respondent submitted a urine sample for random drug screening. That sample tested positive for the presence of Oxazepam. The Board did not receive an employer evaluation or statement of unemployment by the documentation due date of October 16, 2015. Censure 01/06/2016

Sovulewski, Katherine M

House Springs, MO

Registered Nurse 2005014038

Respondent failed to call in to NTS on one (1) day. Respondent failed to report to a collection site to provide the requested sample. Respondent reported to a collection site to provide a sample and the sample tested positive for Ethyl Glucuronide (EtG), a metabolite of alcohol, and Ethyl Sulfate (EtS), a metabolite of alcohol. Censure 01/06/2016

Selsor, Heather J

Columbia, MO

Registered Nurse 150302

Censure continued on page 10

RN and LPN

Meyer Care Center, a 5-Star Long Term Care Center located in Higginsville, MO has career opportunities for RN and LPN.

Employment applications available at www.johnknoxvillageeast.com or submit resume to careers@johnknoxvillageeast.com.

PINEY RIDGE CENTER

INTERESTED IN CHANGING THE LIVES OF YOUTH THROUGH CARE & CONCERN?

Seeking Full Time/Part-Time/PRN Registered Nurses and Licensed Practical Nurses. All applicants must be 21 years of age and be fully licensed by the State of Missouri. All applicants must undergo criminal, abuse & neglect background checks and drug screen. References are required.

Piney Ridge Center

1000 Hospital Rd P.O. Box 4067 • Waynesville, MO 65583 • 573-774-5353

RN's Wanted

We're a little different because your life is our life's work.
 Sign-On Bonus may be available in your area

There's never been a better time to fulfill that calling, or a better place. Mercy offers advanced facilities and technologies to serve your community. And we need skilled, compassionate Registered Nurses who share our vision.

Do more of what you love in a progressive health care organization.
 Learn more or apply online at mercy.net/careers

Or Contact: Courtney Biggs – 314-364-3720 (St. Louis and surrounding areas)
 Shelly Francka – 417-820-0968 (Springfield and surrounding areas)

EEO/AA/Minorities/Females/
 Disabled/Veterans



Your life is our life's work.

LAUNCH YOUR CAREER

Do your career goals include management or executive positions?

Our AACSB accredited online business degrees will build upon your nursing degree with the management knowledge you need.

**TALK WITH US TODAY
 ABOUT HOW CONVENIENT
 IT IS TO REACH YOUR GOALS.**

southeastonline@semo.edu
 573.651.2766
semo.edu/msbn



SOUTHEAST MISSOURI
 STATE UNIVERSITY • 1873

Censure continued from page 9

On August 8, 2014, Licensee pled guilty to the class A misdemeanor of Theft/Stealing. Censure 02/24/2016

Love, Janae Monique

Kansas City, MO

Licensed Practical Nurse 2012035238

Licensee practiced nursing in Missouri without a license from June 1, 2014, to September 4, 2015. Censure 12/08/2015

Gaytan, Misty Renae

Ozark, MO

Registered Nurse 2010007668

In November 2014, the hospital received legal notice that a patient was going to be seeking litigation against the hospital due to inappropriate access of health records by Licensee. An audit was run of the patient's record, and it uncovered that from April 2014 to July 2014 Licensee had, on multiple occasions, accessed information about this patient that was clearly outside the scope of her job duties and in violation of HIPAA. Censure 01/21/2016

May, Amelia Joyce

Bonne Terre, MO

Registered Nurse 2010023835

On November 19, 2014, after the agency office had closed, Licensee left her equipment and a note in the agency offices resigning her position. Licensee left her employment without providing adequate time and notice for coverage to be found for her assigned clients who had appointments scheduled on November 20, 2014. Licensee left her employment without completing and signing off on all the necessary client paperwork and documentation on the clients she had seen. The manner in which Licensee resigned her employment, without proper notification, caused a delay in the treatment and assessment of clients she was assigned. Censure 12/02/2015

Barnhart, Stacy Lynn

Jefferson City, MO

Licensed Practical Nurse 2006005957

On five (5) separate occasions, Respondent reported to a lab and submitted the required samples which showed a low creatinine readings. On October 8, 2015, Respondent reported to a collection site to provide a sample; the sample tested positive for Ethyl Glucuronide (EtG), a metabolite of

Censure continued...

alcohol, and Ethyl Sulfate (EtS), a metabolite of alcohol. Censure 01/06/2016

PROBATION**McDaniel, Melanie Elizabeth**

Poplar Bluff, MO

Licensed Practical Nurse 2001011903

On February 11, 2009, Licensee pled guilty to the class C felony of assault 2nd degree - operating a vehicle while intoxicated resulting in injury, and the class B misdemeanor of driving while intoxicated - alcohol. On August 18, 2014, Licensee pled guilty to the class A misdemeanor of driving while intoxicated - drug intoxication - prior offender. Licensee has more than one alcohol-related enforcement contact in that she received an administrative alcohol suspension effective January 7, 2009; a point revocation of her driver's license effective May 4, 2009, based upon her guilty pleas; a chemical refusal revocation effective on September 22, 2014; and, a ten year minimum denial of her driver's license based upon her guilty pleas as set forth. Licensee states that her sobriety date is August 16, 2014. Probation 02/03/2016 to 02/03/2020

Jones, Michelle Lynn

Hollister, MO

Licensed Practical Nurse 2015043926

On January 22, 2015, Licensee pled guilty to the class A misdemeanor Theft/Stealing. Probation 12/18/2015 to 12/18/2017

Blankenship, Rose M

Lake Ozark, MO

Licensed Practical Nurse 053338

On October 25, 2014 Licensee administered medication to patient AM that belonged to patient AD. Licensee discovered the mistake at approximately 9:10 a.m. Licensee monitored patient AM's vitals every 20 minutes, but failed to notify the camp Executive Director, the patient's parents, a physician, or emergency personnel. At approximately 10:00 a.m., patient AM's blood pressure had dropped to 82/48; Licensee instructed patient AM to take a nap. Patient AM was later discovered unresponsive and 911 was called. Patient AM was subsequently admitted to the hospital and placed on life support. Probation 02/16/2016 to 02/16/2018

Probation continued...**Schwartz, Wendy Marie**

Lancaster, MO

Licensed Practical Nurse 2011031890

Licensee stayed overnight at her client's house before her 7:00 am to 7:00 pm shift on February 8, 2015. The client's mother reported that Licensee stayed up most of the night socializing with people at the house. It was reported by the client's mother that Licensee slept during most of her shift on February 8, 2015, and falsely documented nursing care during that time. The client's mother reported that she cared for her son on February 8, 2015, while Licensee slept. The client's mother stated that Licensee woke up around 3:00 pm and started documenting in the patient's chart, and then Licensee left. Probation 02/03/2016 to 02/03/2018

Beatty, Colleen Lee

Kansas City, MO

Licensed Practical Nurse 2006010398

On February 11, 2009, Licensee pled guilty to the crime of driving while intoxicated. On July 11, 2012, Licensee pled guilty to the class A misdemeanor of driving while intoxicated - prior offender. On December 5, 2013, Licensee pled guilty to the class D felony of driving while intoxicated - persistent offender. Licensee submitted, with her application, a treatment plan. The treatment plan indicates that Licensee was admitted to the Comprehensive Substance Treatment and Rehabilitation (CSTAR) program on January 14, 2015. The report reflected that Licensee reported that she had received six DWIs. Probation 12/14/2015 to 12/14/2020

Uhrig, Misty Ann

Imperial, MO

Licensed Practical Nurse 2001017758**COUNT I**

On May 21, 2014, at approximately 8:00 am, Resident MA reported that her black purse was missing. It was observed on the video tape that the only other person who entered resident MA's room was Licensee at approximately 5:52 am. Licensee is then observed leaving the room with an accu check box and a pad with a long black strap hanging down. Licensee was observed moving through the facility for the next ten minutes carrying the pad. Licensee was observed entering a room in another wing of the facility at about 6:00 am, and when Licensee left the room she was no longer carrying anything. There were no residents living in that room. The room was searched and resident MA's purse, containing her wallet and ID, was discovered

Missouri Nurses**Protect your license and your career.**

Oliver
Walker
Wilson
Attorneys at Law

If you have been contacted by the State Board of Nursing or Administrative Hearing Commission, call me or my associate Jennifer Bard for a free consultation as you have the right to be represented by an attorney.

Mariam Decker, RN JD, Attorney
573-443-3134
mdecker@owwlaw.com
www.owwlaw.com

The choice of a lawyer is an important decision and should not be based solely on advertisements.

FITZGIBBON HOSPITAL

Centrally located between Columbia and Kansas City, 10 miles north of I-70.

Join our unbeatable team of professionals.

We are currently accepting applications for RNs in MED/SURG, ED, ICU, Behavioral Health, Long Term Care, and Home Health.

We offer a generous and comprehensive benefits package.

Submit an application to Human Resources, 2305 S. 65 Hwy, Marshall MO, 65340 or contact Tina Oeth at 660-831-3281 for more information.

Visit www.fitzgibbon.org to view a list of complete openings. EOE

RNs and LPNs

Full and Part-Time Positions.

Work with a team skilled in the latest technology.

Knowledge of Medicare regulations preferred.

If you are interested, please apply online at www.hcr-manorcare.com.

To apply or inquire, please email 448admin@hcr-manorcare.com

Manor Care Health Services • 314-838-6555
1200 Graham Rd., Florissant, MO 63031

ADVANCE YOUR CAREER AT LINDENWOOD UNIVERSITY**RN to BSN Degree**

- Popular Online Format
- Rolling Admission
- Offering Concurrent Enrollment
- Accredited by CCNE

Master of Science in Nursing

- Fully Online
- Affordable
- Specialize in Nurse Educator or Nurse Executive Leader

For more information, visit www.lindenwood.edu/nursing or call 636-627-6683.

LINDENWOOD
LIKE NO OTHER

School of Health Sciences

Experience support, respect and appreciation,

and so much more.

You work hard, care deeply and strive to achieve excellence in your nursing career. You deserve more, and you'll find it at North Kansas City Hospital. Ranked as one of Kansas City's Top 50 Employers by The Business Journal, we invite you to join us on our Magnet journey. Here, you'll find the resources you need to enrich your practice and advance your profession. We have outstanding opportunities for experienced RNs, including:

- Cardiovascular Surgery Team
- Clinical Informatics
- Critical Care
- Emergency
- Home Health
- Med/Surg
- Oncology
- Orthopedics
- Progressive Care/Telemetry
- Renal/Telemetry

Whether you are a seasoned professional or fresh out of college, North Kansas City Hospital is the ideal environment for a phenomenal career. We offer a competitive salary, shared governance, excellent opportunities for learning and growth, a career ladder, plus outstanding benefits, including an onsite fitness center, free covered parking and so much more. Apply online at www.nkch.org/jobs.

EOE

**North
Kansas
City
Hospital**

Where your care is personal

Probation continued...

in the room. Licensee was questioned about the incident and said that she removed a purse from resident MA's room believing that the purse belonged to another resident. Licensee stated that she left the purse at the nurses' desk. No purse was reported as being found at the nurses' desk. COUNT II

Licensee worked the overnight shift from December 30, 2014 through December 31, 2014. As Licensee continued through her shift, her coworkers discovered her to have slurred speech, she was unable to complete sentences, she was very lethargic, and she was unable to maintain her balance. Licensee was observed by her coworkers to fall asleep while she was standing at the medication cart. While Licensee was sleeping on the couch she had episodes of apnea and her coworkers could not wake her up. Licensee's coworker's called 911 and emergency workers arrived to assist Licensee. Licensee was asked to submit a sample for a drug screen and the drug screen returned positive for benzodiazepines and oxycodone. On January 7, 2015, Licensee was asked to submit a sample for further drug testing, and Licensee refused to submit a sample.

Probation 01/26/2016 to 01/26/2019

McKinney, Kristen Noelle

Jefferson City, MO

Registered Nurse 2011005887

Respondent tested positive for marijuana.

Probation 01/08/2016 to 01/08/2019

Elsen, Carrie Beth

Shelbyville, MO

Registered Nurse 2006024941

On or about November 21, 2013, between 8:30 a.m. and 9:00 a.m., Licensee was working with a second year nursing student at a hospital, assessing the student's patient. During the morning assessment the patient was difficult to arouse, but the patient requested pain medication (specifically IV Dilaudid) for a pain rating of 8/10. Licensee was concerned to give the patient the IV Dilaudid because of how lethargic she was that day. The patient refused the oral pain medication, and continued to complain of pain and continued to request the IV Dilaudid. Licensee instructed T.P. to give the patient normal saline, and to tell the patient it was IV Dilaudid. Licensee and T.P. went into the patient's room and proceeded to tell the patient they had given her IV Dilaudid. Upon T.P. pushing the normal saline, Licensee stated that the patient immediately became upset and knew that she was not getting her IV Dilaudid, stating "you are lying to me, this isn't IV Dilaudid." Licensee told the patient that it was the IV Dilaudid, but that they had diluted it.

Probation 02/16/2016 to 02/16/2018

Dockins, Lisa Carol

Sikeston, MO

Licensed Practical Nurse 2005024251

On October 9, 2012, Respondent pled guilty to the offense of Conspiracy to Distribute 500 Grams or More of a Substance Containing a Detectable Amount of Methamphetamine.

Probation 01/08/2016 to 01/08/2021

Campbell, Nicole Lyne

Kansas City, MO

Registered Nurse 2007025115**Probation continued...**

On or about March 14, 2015, Licensee exhibited impaired behavior while on site at a long term care facility. Licensee was asked by the hospice company to submit to a for-cause drug screen. On or about March 26, 2015, Licensee's drug screen was confirmed positive for amphetamines and methamphetamine.

Probation 01/27/2016 to 01/27/2021

Williams, Donna F

St. Louis, MO

Licensed Practical Nurse 031576

Employer noticed that during the May 21-22 night shift, patient records for patient P.V. showed that he had expired at approximately 2:00 a.m. on May 22, 2013, but Respondent had documented removing and administering 0.5 cc of morphine to patient P.V. at 6:00 a.m. that morning. On the same shift, Respondent also documented removing and administering 0.25 cc of morphine to patient C.W. at 10:30 p.m. and at 2:00 a.m. The documented count for the medication showed that after these doses were given, the amount remaining would have been 24.5 cc. A count done the next morning, however, showed a count of only 16 cc of morphine. Respondent later admitted to employer that she had not done the medication count with the off-going nurse the previous evening, even though she had documented that she had done so. The nurse who worked the shift prior to Respondent confirmed that she and Respondent did not do a drug count when Respondent started her shift and that Respondent had told her to "go ahead and leave."

Probation 01/08/2016 to 01/08/2018

Thornhill, Kathryn Michelle

Lake Saint Louis, MO

Registered Nurse 2006023339

On or about May 2014 through October 2014, a routine pharmacy audit indicated that the Licensee was withdrawing more narcotics than her co-workers, which included morphine, Norco, Fentanyl, Vicodin and Dilaudid. On or about January 12, 2015, Licensee admitted that on approximately 5-6 occasions she diverted morphine and Dilaudid for personal use.

Probation 01/19/2016 to 01/19/2016

Bilynsky, Eryn Rose

Lawrence, KS

Registered Nurse 2014000208

The Kansas Board of Nursing disciplined Respondent's nursing license based upon grounds for which revocation

Probation continued...

or suspension is authorized in this State.

Probation 01/08/2016 to 01/08/2021

Gilmartin, Jacquelyn Meghan Lee

Kansas City, MO

Licensed Practical Nurse 2011008793

Licensee failed to accurately document what happened with controlled substances which were in her control.

Probation 01/23/2016 to 01/23/2019

Strasser, Jennifer Elaine

Mulberry, KS

Registered Nurse 2014016918

On her Application, Licensee checked "No" to question number 18: "Have you had any professional license, certification, registration, or permit, revoked, suspended, placed on probation or otherwise subject to any type of disciplinary action?" On November 14, 2014, the Kansas State Board of Nursing revoked Licensee's nursing license based upon the following facts:

- Licensee was employed by Hospital in Pittsburgh, Kansas from 1/9/2009 to 5/8/2013. Her employment was terminated due to medication error.
- Licensee cared for a patient with a CADD pump with Fentanyl infusing for pain control. The licensee acknowledged giving the patient a "bolus" of fentanyl on 5/2/2013 by accident when she was attempting to remove an air bubble from the tubing. She stated that she knew she should have disconnected the tubing from the patient before she attempted to remove the air bubble. On 6/4/2013 she repeated the mistake and again gave the patient a bolus of Fentanyl. The patient became unresponsive and coded. The patient received a total of two doses of Narcan before the patient became responsive. Licensee did not express remorse or take responsibility for her repeated errors.
- Licensee's employment was terminated by because she was under an employee performance plan at the time of the over doses. She had failed to perform up to expectations on multiple orders and on different patients.

Probation continued on page 12

The University of Arkansas – Fort Smith is located on a beautiful 140-acre campus in the River Valley of Western Arkansas, nestled between the scenic Ozark and Ouachita Mountains. UAFS is one of 18 campuses that comprise the University of Arkansas system and is one of the largest suppliers of healthcare professionals in the state.

COLLEGE OF HEALTH SCIENCES

The Carolyn McKelvey Moore School of Nursing offers an exciting environment to educate future nurses! Housed in a 66,000 square foot facility that features a birthing center, critical care unit, 2-nine bed and 1-six bed fully equipped lab, a 7 bed simulation lab with one way mirror and cameras and hi-fidelity patient simulators, a fully equipped patient room, a nursing station and three computer labs. Classrooms feature a nova station, Sanyo televisions with DVD/VCR combination mounted in the ceiling on either side of a large electric projection screen, Educarts, Elmos, and the capability to engage the DVD/VCR from the nova station!

Faculty enjoy fully furnished private offices! The School of Nursing is eager to attract faculty who are committed to active, learner-centered teaching, innovation in curriculum design and delivery, and ongoing professional development and scholarship.

For additional information, visit our website at: www.uafs.edu or contact: UAFS, Human Resources, 5210 Grand Ave., Fullerton Admin. Bldg., Room 239, P.O. Box 3649, Fort Smith, AR 72913-3649; ph: 479-788-7088; e-mail: jobs@uafs.edu.

AA/EOE

UAFS UNIVERSITY OF ARKANSAS
FORT SMITH

**Become a part of the
Fastest Growing
Pediatric & Young Adult Home Care Company
in Missouri!**

NOW HIRING...

LPN's & RN's

CHOOSE TO BE WITH A TEAM THAT CARES!

**Flexible Scheduling, Premium Benefits
Packages for Full and Part Time Nurses,
Optional Paid Mileage, 24/7 Clinical
Support, Instant Weekly Pay
& Much More!**

Contact Us Today! 855-881-7442

Springfield . St. Louis . Independence . Jefferson City . Branson . Cape Girardeau . Columbia . Joplin . Sedalia . Camdenton
WWW.PHOENIXHOMEHC.COM

SimpleWreath

**Please enjoy
10% off with
coupon code:
NURSE10**

Etsy: www.etsy.com/shop/simplewreath E-mail: simplewreath@gmail.com

Custom orders and monograms available!

Probation continued from page 11

d. Licensee has failed to respond to the investigator or to Board counsel.
Probation 12/25/2015 to 12/25/2017

White, Margaret D

Kansas City, MO

Registered Nurse 092964

On or about February 16, 2015, a GI technician found an unlabeled specimen while cleaning a procedure room. It was determined that Licensee was the RN during the procedure when the specimen was taken. Licensee was unable to identify the patient to whom the specimen belonged and took the specimen home with her and did not report the incident. Several days later the GI technician informed the Director of what happened and asked if the specimen had been identified. The Director began an investigation into what occurred and spoke to Licensee about the issue. When Licensee was questioned about the specimen, Licensee admitted that she became afraid when she found the unlabeled specimen and took the specimen home. Licensee was asked to return the specimen so that it could be sent to the lab for analysis. Licensee returned the specimen to the facility, and the specimen was properly matched to the correct patient.
Probation 01/22/2016 to 01/25/2016

Waters, Rex Allen

Prairie Village, KS

Registered Nurse 2011040756

The Missouri State Board of Nursing received information from the Kansas State Board of Nursing via the NURSYS website that the nursing license of Respondent was summarily suspended in Kansas due to a disciplinary action being taken by the Kansas State Board of Nursing in a Summary Order (Order) dated July 10, 2014; however, on December 17, 2014, an Order Lifting Summary Order Suspension was issued and the suspension of Respondent's license was lifted. Respondent's license was reinstated

Probation continued...

to active status with the restriction of no unsupervised practice for one (1) year.
Probation 01/07/2016 to 01/07/2018

Leuckel, Robin Lyn

Perryville, MO

Registered Nurse 2007017786

Respondent reported that she had been "slightly noncompliant" with the Hospital's drug testing protocol, she had smoked marijuana approximately two weeks before the drug test, and her subsequent urine sample was positive for marijuana.

Probation 12/11/2015 to 12/11/2017

De Arman, Christie A

Dexter, MO

Registered Nurse 113288

On January 21, 2015, Licensee submitted a sample for drug screening. Licensee's drug screen returned positive for marijuana.
Probation 01/26/2016 to 01/26/2021

REVOKED

Bajkowski, Rebecca J

Pleasant Hill, MO

Registered Nurse 100465

Respondent failed to call in to NTS on three (3) different days. Further, on September 11, 2015, Respondent called NTS and was advised that she had been selected to provide a urine sample for screening. Respondent failed to report to a collection site to provide the requested sample. In addition, on three (3) separate occasions, Respondent reported to lab and submitted the required sample which showed a low creatinine reading. On August 19, 2015, Respondent reported to a collection site to provide a sample for a phosphatidyl ethanol bloodspot (PETH) test and the sample tested positive for phosphatidyl ethanol, an indicator of alcohol use. Respondent admitted that she had consumed three (3) cocktails on July 24, 2015. On August 25, 2015, Respondent reported to a collection site to

May, June, July 2016

Revoked continued...

provide a sample and the sample tested positive for Ethyl Glucuronide (EtG), a metabolite of alcohol.
Revoked 01/06/2016

Kennedy, Jennifer Evelyn

Imperial, MO

Registered Nurse 2000168034

Respondent improperly documented the administration and wasting of controlled substances.
Revoked 01/06/2016

Sherrick, Regina R

Fulton, MO

Licensed Practical Nurse 2003022547

On August 13, 2013, a discrepancy in a patient's medications was discovered by facility officials. The facility began drug-testing all employees, including Respondent, who had access to the medication room at the facility. On August 14, 2013, Respondent submitted to a drug screen at the facility. Respondent's drug screen was positive for opiates.
Revoked 12/10/2015

Frydman, Bettie C

Saint Joseph, MO

Licensed Practical Nurse 028505

The Board did not receive an employer evaluation or statement of unemployment by the documentation due dates of March 26, 2015; June 26, 2015; and September 28, 2015.
Revoked 01/06/2016

Waller, Chelsea R

Kansas City, MO

Licensed Practical Nurse 2007004950

Respondent did not complete the contract process with NTS. The Board did not receive an employer evaluation or statement of unemployment by the due date of October 14, 2015. The Board did not receive a thorough chemical dependency evaluation by the due date of September 8, 2015.
Revoked 01/06/2016

DO WHAT YOU LOVE AND LOVE WHERE YOU DO IT

Acute Care RN and LPN Opportunities

- Med Surg
- ICU
- Geriatric Wellness
- Long-term Care Charge Nurse
- Physician Clinic Charge Nurse

Bolivar, MO • citizensmemorial.com

Come Join Our Team!

Immediate Openings:

- Registered Nurses
- Licensed Practical Nurses

For a complete list, visit lakeregional.com/careers.

Competitive Salaries • Benefit Package
Equal Opportunity Employer

LAKE REGIONAL®
HEALTH SYSTEM
Here for you.

Perioperative Nurse for the Navy Reserves

Benefits:

- ★ Up to \$50,000 student loan repayment
- ★ Stay local
- ★ Low cost insurance
- ★ Commissary and Exchange shopping
- ★ Up to \$45,000 bonus

Basic Requirements:

- ★ US Citizen, physically qualified
- ★ Experience in OR
- ★ BSN from an accredited program
- ★ Commissioned prior to 42nd birthday

Obligation: One weekend a month and 2 weeks each year

AMERICA'S NAVY RESERVE

Navy Medical Officer Programs
(800) 777-6289
jobs_stlouis@navy.mil

Join Our Team

REGISTERED NURSES

- ICU
- Med/Surg
- Emergency Room
- Cardiac Specialties
- Orthopedics & Trauma

IMMEDIATE OPENINGS!

SSM Health
Saint Louis University Hospital
sluhospital.com



RN TO BSN ONLINE

Work full time while earning your degree

CCNE ACCREDITED

Affordable No Out-of-State Tuition

- 100 percent online with no campus visits
- Field experiences in your region
- Flexible schedules
- Small classes with individual attention from instructors
- Assignments tailored to your specialty

Graduate nursing programs available on campus.

(573) 651-2766
semo.edu/nursing/mo

Revoked continued...**Cantrrell, Kevin D**

Nixa, MO

Licensed Practical Nurse 047345

The Board did not receive an employer evaluation or statement of unemployment by the documentation due dates of March 17, 2015, June 17, 2015, and September 17, 2015. Revoked 01/06/2016

Flick, Laura Lee

Ozark, MO

Licensed Practical Nurse 2002024921

Respondent never completed the contract process with NTS. The Board did not receive an employer evaluation or statement of unemployment by the documentation due date of July 6, 2015. The Board did not receive a thorough chemical dependency evaluation submitted on Respondent's behalf by the documentation due date of June 1, 2015. Revoked 01/08/2016

Manz, Tonya Beth

Clarkton, MO

Licensed Practical Nurse 055873

Respondent was employed by a home care company based in St. Louis, Missouri, at all times relevant herein. In June 2014, Respondent was working as an LPN for the company providing in-home care to pediatric patient AA. Respondent failed to document on June 4, 2014, that patient AA had been administered the ordered doses of Colchicine, Lidocaine and Epogen. Respondent failed to document on June 10, 2014, that patient AA had been administered the ordered dose of Colchicine. Respondent failed to document on June 11, 2014, that patient AA had been administered the ordered doses of Colchicine, Lidocaine and Epogen, although the separate nurse's notes indicated patient AA had an Epogen injection. On June 13, 2014, during a visit to patient AA's home by another staff member, no evidence of notes or documentation on patient AA's last injection was located, but an unused syringe was found. Respondent later admitted she had taken the nurse's notes with her and left patient AA's home, on June 11, 2014. Respondent's LPN license expired on May 31, 2014. Respondent practiced nursing in Missouri without a license from June 1, 2014 through June 13, 2014, and did not pay timely renewal fees by May 31, 2014. Revoked 12/14/2015

Revoked continued...**Taylor, Julia Ann**

Hughesville, MO

Licensed Practical Nurse 2008030789

On June 7, 2011, Respondent pled guilty to the class A misdemeanor of possession of a controlled substance. Revoked 01/08/2016

Murry, Erica Janice

Saint Louis, MO

Licensed Practical Nurse 2012040641

Respondent practiced nursing in Missouri without a license from July 8, 2013, through November 4, 2013. Respondent was granted a license on November 26, 2013. Respondent additionally failed to cooperate in the Board's investigation regarding this matter. Revoked 01/08/2016

Rhodes, Morgan Karli

Miami, OK

Registered Nurse 2006021308

Respondent's license was disciplined by the State of Oklahoma upon grounds for which revocation or suspension is authorized in this State. Revoked 12/23/2015

Grannemann, John C

Union, MO

Licensed Practical Nurse 054337

Respondent did not attend the meeting or contact the Board to reschedule the meeting set on July 7, 2015. The Board did not receive an employer evaluation or statement of unemployment by the documentation due date of September 30, 2015. The Board did not receive proof of completion for the continuing education classes by the documentation due date. Revoked 12/23/2015

Marrero, Jennifer

O Fallon, MO

Registered Nurse 2009039239

Respondent was employed by a hospital in O'Fallon, Missouri, from January 4, 2010, through September 5, 2012. On August 26, 2012, the hospital pharmacy discovered an irregularity in narcotics administration by Respondent. On August 26, 2012, the Flowsheet for patient KS noted that the patient's IV was removed by 0620. At 0621, the Flowsheet reflected that patient KS was refusing

Revoked continued...

to have a new IV placed. At 0940, Respondent received an order discontinuing patient KS's IV antibiotic and starting a new order for an oral antibiotic. Even though patient KS's IV had been removed, Respondent removed and charted the administration of hydromorphone, by IV, at 0808, 1045, 1226, 1444, 1646, and 1836 for patient KS. Nurse LB, the nurse caring for patient KS on the shift after Respondent, reported that patient KS denied receiving any pain medication on August 26, 2012, and had not had an IV all day. Based off of the above irregularities, the hospital conducted an audit of Respondent's narcotic administrations and discovered multiple discrepancies. Revoked 12/14/2015

Eden, Miriam Darlene

Nixa, MO

Registered Nurse 2006007406

On July 31, 2012, Respondent received a final warning for falling asleep while at work at the hospital. On August 25, 2012, Respondent submitted a urine sample for a post-accident drug screen. The urine sample submitted by Respondent tested positive for marijuana. Revoked 12/23/2015

Voluntary Surrender continued on page 14**RN & LPN Charge Nurses Needed**

Premier planned living community seeks experienced RN and LPN staff for part time Charge Nurse positions in our Care Center.

Current Missouri licensure and experience in long term care required.

The additions to our healthcare team will be people for whom providing exceptional care is a passion and not a job. We seek strong assessment and documentation skills and ability to lead by example to provide excellent care. Successful candidates will have exceptional customer service and communication skills. We pay for experience and there is outstanding growth potential with opportunity for full time in the future.

Apply online at www.FriendshipVillageSTL.com.

For more information, call 636-532-1515 or email taylorsally@friendshipvillagestl.com.

Join our *exceptional* team.

At SSM Health, we bring together exceptional people who demonstrate our Values and carry out our Mission in the communities we serve. Our more than 31,000 employees are the hands of a sacred ministry that spans more than 143 years. Join us on this journey and apply today!

We offer:

- Competitive pay
- A quality organization
- Outstanding benefits
- Tuition reimbursement
- Great career opportunities throughout our full range of services including open heart and neurosurgery

Apply today online at ssmhealthcareers.com.



The Missouri State Board of Nursing produces video with Central Methodist University

The nursing program at Central Methodist University (CMU) was honored by the Missouri State Board of Nursing Wednesday, Mar. 9 at a board meeting in Jefferson City. Board of Nursing Executive Director **Lori Scheidt** and Public Information Administrator **Yaryna Klimchak** produced a video about state nursing licensure requirements and benefits for the Professional Profiles series. The video was filmed at CMU and featured CMU nursing student Taylor Zey. Zey was not present but also received an award for her participation. Klimchak filmed and produced the video and Scheidt distributed it to nursing contacts throughout the country. The video gained positive feedback and garnered more than 2,000 views on YouTube and social media in the first month.



On hand for the award presentation were (from left) Missouri State Board of Nursing board members Alyson Speed, Mariea Snell, Anne Heyen, CMU Division of Health Professions Chair Dr. Megan Hess, CMU Provost Dr. Rita Gulstad, CMU Assistant Professor of Nursing Kim Oeth, Missouri State Board of Nursing President Rhonda Shimmens, CMU Assistant Professor of Nursing Heather Dougherty, and Missouri State Board of Nursing members Lisa Green and Adrienne Anderson Fly.



The Missouri State Board of Nursing recognized Central Methodist University and CMU nursing student Taylor Zey for their participation in the creation of a video for the Professional Profiles series.

The communications team has launched a video series called **Professional Profiles**, which is intended to highlight all of the Professional Registration boards. **Professional Profiles** is featured as a playlist at youtube.com/missouridifp and will be placed on each of the board's websites and difp.mo.gov to highlight what they do and why they are important. The series is meant to educate the public about the role of the Division of Professional Registration. The communications team will reach out to boards to plan and film each feature. For more information, comments, or ideas for the series, contact Yaryna Klimchak.



VOLUNTARY SURRENDER

Moore, Stacey R

Auxvasse, MO

Registered Nurse 140416

On May 14, 2015, co-workers at the hospital reported Licensee as lethargic and having slurred speech. Licensee's affect was flat and her responses were slow. Licensee said that she was having a migraine and had taken medication for it. Licensee's drug screen tested positive for opiates, barbiturates, and benzodiazepines and was sent off for confirmation testing. Licensee did not have a valid prescription for Morphine. Voluntary Surrender 02/16/2016

Johnson, Susan L

Sedalia, MO

Registered Nurse 111139

On January 9, 2014, Licensee pled guilty to the class A misdemeanor of DWI. Licensee was diagnosed with Alcohol Use Disorder Severe. Licensee previously pled guilty to driving while intoxicated in February 2010. Voluntary Surrender 02/10/2016

Townsend, Dennis James

Port Charlotte, FL

Registered Nurse 2015019234

Licensee voluntarily surrendered his Missouri nursing license on December 21, 2015. Voluntary Surrender 12/21/2015

Thornhill, Kathryn Michelle

Lake Saint Louis, MO

Registered Nurse 2006023339

Licensee Voluntarily surrendered her license. Voluntary Surrender 01/19/2016

Adams, Natalie Denise

Joplin, MO

Registered Nurse 2005017509

On several occasions, beginning February 2014 through April 2014, Licensee forged a prescription for herself for hydrocodone, as if the hydrocodone was prescribed by Dr. R.H. The prescriptions were filled and picked up by Licensee. Licensee admitted to ingesting the hydrocodone. Licensee was drug tested on April 22, 2014, which was positive for butalbital. Voluntary Surrender 12/14/2015

Thompson, Elaine F

Fairview Heights, IL

Registered Nurse 076738

Licensee surrendered her Missouri nursing license, effective January 4, 2016. Voluntary Surrender 01/04/2016

Singleton, Lenore W

Palmyra, MO

Licensed Practical Nurse 018241

On or about May 9, 2014, hospital staff discovered that a vial of ephedrine was missing from an anesthesia cart. Hospital staff reviewed closed-circuit video recordings, which showed Licensee removing a vial from the same anesthesia cart, placing the vial in her pocket, and walking away. On or about May 9, 2014, Licensee admitted to hospital staff that she had taken an ampule of ephedrine from the medication cart in the operating room with the intention of drinking it for a "buzz". Licensee further admitted to taking ephedrine vials home in the past in order to drink the vials for a "buzz." Voluntary Surrender 02/23/2016

Graham, Suzella E

Garden City, MO

Registered Nurse 126636

The Missouri State Board of Nursing received information from the Texas State Board of Nursing via the NURSYS website that Licensee's privilege to practice in Texas was voluntarily surrendered due to a final disciplinary action being taken by the Texas State Board of Nursing in an Order dated September 21, 2015. Voluntary Surrender 02/29/2016

Farris, Roxy J

Creighton, MO

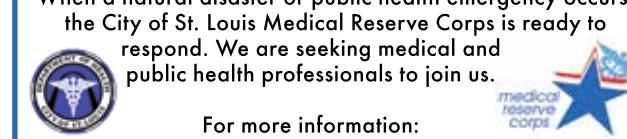
Registered Nurse 075158

Licensee failed to properly document the administration, waste or return of controlled substances in her possession. Voluntary Surrender 12/09/2015

**VOLUNTEERS BUILDING
STRONG, HEALTHY
& PREPARED
COMMUNITIES
JOIN US TODAY!**

When a natural disaster or public health emergency occurs, the City of St. Louis Medical Reserve Corps is ready to respond. We are seeking medical and public health professionals to join us.

For more information:
<https://www.stlouis-mo.gov/government/departments/health/medical-reserve-corps.cfm>



VITAL TO YOU ONLINE RN TO BSN COMPLETION

Improve the health of your career. Designed for working nurses, our program is flexible, convenient, and affordable.

- Complete your degree online
- Receive credit for your experience
- Learn applicable skills from expert faculty members
- Ask about our corporate partnership benefits

Get ahead with a BSN degree from one of the most respected nursing programs* in the region. *CCNE accredited

SCHOOL OF ADULT AND ONLINE EDUCATION

Learn more at maryville.edu/rntobsn or call 314.529.9334



VITAL TO YOU ONLINE RN TO BSN COMPLETION

Improve the health of your career. Designed for working nurses, our program is flexible, convenient, and affordable.

- Complete your degree online
- Receive credit for your experience
- Learn applicable skills from expert faculty members
- Ask about our corporate partnership benefits

Get ahead with a BSN degree from one of the most respected nursing programs* in the region. *CCNE accredited

SCHOOL OF ADULT AND ONLINE EDUCATION

Learn more at maryville.edu/rntobsn or call 314.529.9334

NOTIFICATION OF NAME AND/OR ADDRESS CHANGE							
<input type="checkbox"/> NAME	<input type="checkbox"/> ADDRESS	<input type="checkbox"/> PHONE	<input type="checkbox"/> ALTERNATE PHONE	<input type="checkbox"/> EMail			
		<input type="checkbox"/> RN	<input type="checkbox"/> APRN	<input type="checkbox"/> LPN			
Missouri License Number		Last 4 Digits of Social Security Number					

NAME AS CURRENTLY IN OUR SYSTEM

Last Name (Printed) _____ First Name (Printed) _____

NEW INFORMATION

Last Name _____	First Name _____	Middle Name _____
(_____) Daytime Telephone Number _____	(_____) Alternate Phone Number _____	E-mail Address _____

PRIMARY STATE OF RESIDENCE ADDRESS: (where you vote, pay federal taxes, obtain a driver's license)

Physical address required, PO boxes are not acceptable

CITY _____	STATE _____	ZIP _____
------------	-------------	-----------

MAILING ADDRESS (ONLY REQUIRED IF YOUR MAILING ADDRESS IS DIFFERENT THAN PRIMARY RESIDENCE)

STREET OR PO BOX _____

CITY _____	STATE _____	ZIP _____
------------	-------------	-----------

I declare _____ as my primary state of residence effective _____.
(primary state of residence) (effective date)

I am employed exclusively in the U.S. Military (Active Duty) or with the U.S. Federal Government and am requesting a Missouri single-state license regardless of my primary state of residence.

Information on the Nurse Licensure Compact can be found at www.ncsbn.org/nlc.htm
In accordance with the Nurse Licensure Compact **“Primary State of Residence”** is defined as the state of a person’s declared fixed, permanent and principal home for legal purposes; domicile. Documentation of primary state of residence that may be requested (but not limited to) includes:

- Driver’s license with a home address
- Voter registration card displaying a home address
- Federal income tax return declaring the primary state of residence
- Military Form no. 2058 – state of legal residence certificate
- W-2 from US Government or any bureau, division or agency thereof indicating the declared state of residence

Proof of any of the above may be requested.

When your primary state of residence is a non-compact state, your license will be designated as a single-state license valid only in Missouri.

When your primary state of residence is a compact state other than Missouri, your Missouri license will be placed on inactive status and you can practice in Missouri based on your unrestricted multi-state license from another compact state.

I solemnly declare and affirm, that I am the person who is referred to in the foregoing declaration of primary state of residence; that the statements therein are strictly true in every respect, under the pains and penalties of perjury.

→ Signature (This form must be signed) _____ Date _____

Complete, SIGN and Return to the Missouri State Board of Nursing, PO Box 656, Jefferson City, MO 65102 Or Fax to 573-751-6745 or Scan and Email to nursing@pr.mo.gov

**SCHEDULE OF
BOARD MEETING DATES
THROUGH 2017**

June 8-10, 2016

September 7-9, 2016

November 16-18, 2016

March 1-3, 2017

June 7-9, 2017

September 6-8, 2017

November 15-17, 2017

Meeting locations may vary. For current information please view notices on our website at <http://pr.mo.gov> or call the board office.

If you are planning on attending any of the meetings listed above, notification of special needs should be forwarded to the Missouri State Board of Nursing, PO Box 656, Jefferson City, MO 65102 or by calling 573-751-0681 to ensure available accommodations. The text telephone for the hearing impaired is 800-735-2966.

Note: Committee Meeting Notices are posted on our web site at <http://pr.mo.gov>



RN’s – Medical/Surgical, Progressive Care, Critical Care, Nursing Supervisor

Competitive Salary, Excellent Benefits, Sign on Bonus, BSN Retention Bonus.

Apply online www.brhc.org.

OUTSTANDING OPPORTUNITY TO MAKE A DIFFERENCE!

We are currently looking for a few outstanding Nurses who want to make a difference in their community. **Sullivan County Memorial Hospital** in Milan, MO is looking for **RNs, LPNs and CNAs** for the main hospital campus. We also have an excellent opportunity for a **Family Nurse Practitioner** to join the healthcare team and work at their outpatient clinic in Green City, MO.

Our providers are devoted to quality care and best practices and are looking for other team members who are dedicated to the same goals. If you are looking for a fun loving team who are dedicated to make a difference, then look no further! This position offers competitive wages, full benefits, along with a signing bonus and relocation bonus being reviewed and offered on an individual basis.

Please call Colleen Schmidt for further information at 844-417-9111 toll free or email your resume to Colleen.schmidt@premierhospitalservices.com



**COME FOR THE REPUTATION.
STAY FOR YOUR DREAM JOB.**



**EXPERIENCED CRITICAL
CARE NURSES:**

Make the most of your nursing skills with a team that will help you thrive.



**Start a career in more than
health care ... life care.**



Mosaic Life Care is currently seeking passionate individuals to be a part of our award-winning team. We believe our caregivers and medical staff are the key to our success. Employment opportunities are available in multiple locations.



To apply, visit myMosaicLifeCare.org, and click “Find a Career.”

MOSAIC™
LIFE-CARE

417/269-6841
jill.scott@coxhealth.com

CoxHEALTH

**JOIN OUR TALENTED
ICU TEAM**

Apply online at boone.org/careers

Offering aggressive sign-on bonuses for experienced nurses.



**Boone Hospital
Center** BJC HealthCare

SAY YES
TO A CAREER AT MU HEALTH CARE



At MU Health, we welcome the bold within our powerful culture of **YES**.

SEE FOR YOURSELF
NURSING CAREER FAIR
Wednesday, June 8
3-10 p.m.
University Hospital • Columbia, Missouri

- High pay
- Full benefits from day one
- Tuition reimbursement and more

Discover the difference YES can make in your career; apply today:
muhealth.org/nursing/




**ARE YOU ONE OF THE CROWD
OR ONE OF A KIND?**

Maybe it's time to build a career as unique as you are.

At Golden LivingCenters®, we don't treat nurses like commodities. We know that behind the nurse there's a person and that person deserves the chance to do more with their talent, work with the best technologies, and enjoy a work environment that is as close to family as it gets. If your career feels a little generic, this is definitely a Golden opportunity.

RNs & LPNs

Current RN or LPN license in the state of Missouri required.

* Sign-on bonus available in select locations.

CNAs

Current CNA certification in the state of Missouri required.

Incredibly Low Medical Premiums • Competitive Wages • Vacation, Holiday & Sick Pay • 401K • Tuition Reimbursement

Golden LivingCenter is located in the following cities:
Anderson • Bloomfield • Branson • Clinton • Dexter • Glasgow • Independence
Jefferson City • Malden • Maryville • Mexico • New Madrid • Odessa • Smithville
St. James • Wellsville

To apply online: jm.goldenlivingjobs.com

golden
living centers®

Qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability or veteran status. DrugFree Workplace.



Better the world and your career.

**BEST
ONLINE PROGRAMS
US News & World Report
GRAD NURSING 2016**

Be a leader in health care with the Creighton University College of Nursing.

We are committed to providing innovative, superior education for nurses who want to contribute something meaningful to the world. Our Doctor of Nursing Practice degree was the first in Nebraska, and we currently offer the only Clinical Nurse Leader master's program in the state.

Online Graduate Programs

Doctor of Nursing Practice (DNP)

- Advanced Practice Registered Nurse—5 tracks (NNP, FNP, Pediatric Acute Care, Primary and Acute Adult/Gero)
- New Psychiatry DNP track launching in August
- Clinical Systems Administration

Master of Science in Nursing (MSN)

- Clinical Nurse Leader
- Clinical Systems Administration

• Build Your Leadership Skills Today.
nursing.creighton.edu.

Now offering convenient online education for R.N.s:

- Outcomes Management and Care Coordination Leadership Certificate—Complete in 24 weeks.
- R.N. to BSN degree program—Complete in 40 weeks.

Both programs focus on outcomes management and care coordination with an innovative curriculum and the hands-on practice you need to elevate your role in nursing.

Creighton
UNIVERSITY
College of Nursing



Children's HOSPITAL & MEDICAL CENTER OMAHA

EMBRACE OUR PASSION
and advance your career



For nurses passionate about providing premier pediatric care, there is no better place than Children's. One of *U.S. News & World Report's* Best Children's Hospitals, our Magnet-designated facility is growing; we've added services, expanded specialties and implemented innovative new procedures.

Nursing Opportunities:

- Pediatric Intensive Care Unit
- Neonatal Intensive Care Unit
- Medical/Surgical Unit
- Emergency/Critical Care/Transport Team
- Surgical Services
- Home Health/Private Duty Nursing
- 60+ Primary and Specialty Outpatient Clinics
- Nurse Practitioners

Take your career to the next level:

- Transition to Pediatrics
- RN Residency
- Homecare Academy

We offer outstanding educational opportunities, competitive salaries, generous benefits and full-time designation at 30 hours. For a current list of open positions visit: ChildrensOmaha.org/Join our team